



**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, UNITED STATES ARMY GARRISON, ALASKA  
600 RICHARDSON DRIVE #6000  
FORT RICHARDSON, ALASKA 99505-6000

APVR-GC-EO (600-20)

NOV 4 2003

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: USAG-AK Policy on Prevention of Sexual Harassment (AK-GC Policy #04-03)

1. References:

AR 600-20, Army Command Policy, 13 May 2002

AR 690-12, Equal Employment Opportunity and Affirmative Action, 4 March 1988

2. Sexual harassment undermines mission performance and creates an environment that impairs morale and interferes in the work productivity of its victims and their coworkers. In this Command, sexual harassment will not be tolerated.

3. Sexual harassment is a form of gender discrimination that involves unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

a. Submission to, or rejection of, such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career.

b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person.

c. Such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.


4. Forms and examples of sexual harassment are verbal (including sexually degrading language or profanity and jody calls of a sexual nature), nonverbal (including displaying sexually oriented cartoons, pictures, and magazines in the public work place), and physical (including cornering, unsolicited back and neck rubs, and rape).

5. Commanders and supervisors, both military and civilian, have a responsibility to ensure the work environment is free of sexual harassment and to take immediate and appropriate action when allegations of sexual harassment arise, and ensure personnel who file complaints are protected from threats or acts of reprisal.

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6. The preferred method of handling a complaint is through the chain of command. However, the chain of command is not the only channel available for redress of EO complaints for soldiers, family members, or DA civilians. The Fort Richardson and Fort Wainwright Garrisons' Equal Opportunity Advisors, Inspectors General, Chaplains, Provost Marshals, Equal Employment Offices, or the USARAK, USARPAC or DOD IG Hotlines are available to all personnel who do not feel comfortable filing their complaint with their chain of command.

  
DONNA G. BOLTZ  
COL, MP  
Commanding

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